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博 士 学 位 论 文

组织变革情境中的工作不安全感与工作
投入关系之研究

Research of the Relationship between Job Insecurity in
Organizational Change and Job Engagement

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摘要

拜科学技术进步之所赐，全球经济市场进入了一个变动快速、竞争激烈的环境。组织变革已成了组织因应环境变动改变，求取生存与发展的唯一选择。然而实施组织变革所带来的工作不安全感却对组织成员带来莫大的冲击，这种冲击将影响到组织成员对其工作投入的程度，进而影响组织变革的成败。

有鉴于此，本文通过系统地梳理过国内外有关工作不安全感的相关文献后发现：第一，欠缺探讨工作不安全感影响工作投入之研究；第二，缺乏研究剖析工作不安全感与工作投入之间的影响作用机制；第三，工作不安全感是环境变动与个体的交互作用产生的，然而现有的研究中缺乏个体特征与环境交互作用对工作投入影响之研究。

本文针对上述三个问题进行相应的研究设计，通过文献分析以及采用问卷调查之方法，进行对本研究的假设检验，获得的结果说明如下：第一，工作不安全感会负面影响工作投入，而工作特性异动对工作投入的专注程度没有显著影响；第二，角色负荷、地位丧失、资源减少对组织承诺有负向影响；第三，情感性承诺对工作投入的活力、奉献、专注有正向影响，规范性承诺对工作投入的奉献、专注有正面影响、持续性承诺对工作投入的专注有正向影响；第四，情感性承诺在工作不安全感与工作投入的活力、奉献和专注存在着中介作用，规范性承诺在工作不安全感与工作投入的奉献存在着中介作用，持续性承诺在工作不安全感与工作投入的活力和专注存在中介作用；第五，外倾性在地位丧失和专注之间存在调节作用，宜人性在角色负荷与活力、专注之间存在调节作用，宜人性在地位丧失与专注之间存在调节作用，宜人性在资源减少与活力之间存在调节作用。

关键词：工作不安全感；工作投入；组织承诺；人格特质

ABSTRACT

Thanks to the progress of scientific technique, global economic market has entered a fast-shifting and violently competing environment. Organizational change has become the only choice when the organization deals with environmental changes in order to strive for existence and development. However, job insecurity brought by organizational change implementations produces greatest impact to the organizational members, such kind of impact will influence the degree of involvement to work of organizational members, and that influence the success or failure of organizational change.

On the basis of this, this thesis, through systematic collations of the documents regarding domestic and international job insecurity finds out : Firstly, lack of studies in probing job engagement effected by job insecurity; Secondly, lack of studies in dissecting effect of course of events within job insecurity and job engagement; Thirdly, job insecurity is yielded by environmental changes and individual characteristic interactions, however, existing researches are short of study which effect of job engagement of individual characteristic and environment interaction.

This thesis conducts corresponding research design by pinpointing above three topics, conduct hypothesis examination of the thesis by using documental analysis and adoption of questionnaire and the results obtained as below. Firstly, job insecurity will negatively influence job engagement and the adjustment of job characteristic does not have apparent effect of absorption. Secondly, role burden, status loss, resource decreasing have negative effect to organizational commitment. Thirdly, affective commitment has positive effect to vigor, dedication , absorption of job engagement; regulated commitment has positive effect to vigor, dedication.; consistent commitment has positive effect to absorption of job engagement. Fourthly, affective commitment has intermediary effect between job insecurity, vigor, dedication and absorption,

regulated commitment has intermediary effect between job insecurity and dedication; consistent commitment has intermediary effect between job insecurity, vigor, absorption. Fifthly, extraversion has moderating effect between status loss and absorption; agreeableness has moderating effect between role burden, vigor, and absorption; agreeableness has moderating effect between status loss and absorption; agreeableness has moderating effect between resource decreasing and vigor.

Key Words : Job Insecurity; Job Engagement; Organizational Commitment; Personality Trait

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